

106TH CONGRESS
2D SESSION

H. R. 5179

To amend the Fair Labor Standards Act of 1938 to limit the number
of overtime hours of licensed health care employees.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 14, 2000

Mr. LANTOS (for himself, Mr. MCGOVERN, Mr. BRADY of Pennsylvania, Mr. FRANK of Massachusetts, Mr. MOAKLEY, Mrs. NAPOLITANO, Mr. FILNER, Mr. GUTIERREZ, and Ms. MILLENDER-McDONALD) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to limit
the number of overtime hours of licensed health care
employees.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Registered Nurses and
5 Patients Protection Act”.

6 **SEC. 2. NURSES AND OVERTIME HOURS.**

7 Section 7(j) of the Fair Labor Standards Act of 1938
8 (29 U.S.C. 7(j)) is amended by adding at the end the fol-

1 lowing: “Notwithstanding the foregoing, no licensed health
2 care employee, including registered nurses but excluding
3 medical doctors, may be required by such an employer to
4 work beyond 8 hours in any workday or 80 hours in any
5 14 day work period pursuant to an agreement between the
6 employer and employee before performance of work, except
7 in the case of a natural disaster or except when a Federal
8 State, or county declaration of state of emergency is in
9 effect in the county in which the licensed health care em-
10 ployee is employed. No employer may take any action
11 against or otherwise discriminate against a licensed health
12 care employee for not working more than 8 hours in a
13 workday or 80 hours in a 14 day work period. A licensed
14 health care employee may voluntarily work beyond 8 hours
15 in any workday.”.

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